

RESOLUTION

INCREASE EMPLOYEE SALARIES


WHEREAS, the unprecedented employment conditions in the United States and the Commonwealth of Virginia have resulted in extreme difficulty in hiring and retaining employees qualified to provide the exemplary service expected of an employee of the James City Service Authority (JCSA); and

WHEREAS, due to the employment market and recent adjustments made by nearby localities, the JCSA's pay ranges are no longer competitive; and

WHEREAS, the Board of Directors of the JCSA desires to adjust JCSA employee salaries to be more competitive in recruiting, hiring, and retaining qualified employees; and


WHEREAS, the General Manager of JCSA recommends implementing a salary increase of five percent (5%) plus \$1,500 for employees, in accordance with guidance issued by the County Administrator, to be effective April 16, 2022.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the James City Service Authority, James City County, Virginia, hereby approves the compensation adjustments recommended by the General Manager of JCSA to be effective April 16, 2022.



Michael J. Hipple
Vice Chairman, Board of Directors

ATTEST:


Teresa J. Saeed
Deputy Secretary to the Board

	VOTES			
	<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
ICENHOUR	<input checked="" type="checkbox"/>	___	___	___
HIPPLE	<input checked="" type="checkbox"/>	___	___	___
MCGLENNON	<input checked="" type="checkbox"/>	___	___	___
SADLER	<input checked="" type="checkbox"/>	___	___	___
LARSON	___	___	___	<input checked="" type="checkbox"/>

Adopted by the Board of Directors of the James City Service Authority, James City County, Virginia, this 12th day of April, 2022.

IncrJCSAEmpSal-res